

EEO Utilization Report

Organization Information

Name: Lafayette Police Department

City: LAFAYETTE

State: IN

Zip: 47901

Type: County/Municipal Law Enforcement

Wed 03-13-2019 09:10:07 EDT

Step 1: Introductory Information

Policy Statement:

See Attachment

Following File has been uploaded:City of Lafayette EEOP.pdf

Step 4b: Narrative of Interpretation

It is noteworthy to address:

In the job category of Protective Services: Sworn--Officers, there is an underutilization of Hispanic females (-6%). More significant, is the underutilization of White females (-30%) in the job category of Protective Services: Sworn--Patrol Officers.

In keeping with the Lafayette Police Department's (LPD) commitment to having a workforce that reflects the community it serves, the LPD will examine its recruitment and retention practices to see if there may be ways to attract more Hispanic and White females to apply for entry-level patrol officer positions.

Step 5: Objectives and Steps

1. 2. Target Hispanic and White females in police recruitment campaigns.

- a. a. To attract Hispanic female recruits, the LPD's community outreach unit plans, in the next six months, to send a recruitment team to participate in job fairs and career days at Ivy Tech Community College in Lafayette. Ivy Tech has a significant Hispanic population and also hosts a Latino Fest community day on an annual basis.
- b. b. To attract female recruits, within the next six months, the LPD will send a recruitment team (including, if possible, at least one female officer) to career days and job fairs at colleges and universities throughout the state of Indiana. The LPD has made this an integral part of its recruiting strategy and mission for the past five years and will continue to do so. The recruitment team will make presentations that will highlight career opportunities for women as sworn officers at LPD.

2. 1. Identify any barriers in recruitment that might deter Hispanic and White women from applying for entry-level Police officer positions.

- a. a. The Lafayette Police Department (LPD) will arrange to meet with female recruits to find out how they learned about the opportunity to become a LPD officer. The LPD will also inquire as to whether anything in the recruitment or training process might be changed to encourage more females to become LPD officers. Based on their feedback, the LPD will reexamine its outreach and training efforts and develop a revised outreach program within six months, prior to the next recruitment cycle. b. Building on LPD's already established policy to conduct exit interviews with all employees who voluntarily leave the police department, the LPD will review the comments from all female patrol officers who voluntarily left the LPD in the last 12 months and who had three years of service or less. Based on this research, the LPD will review how its employment policies may affect the recruitment and retention of female patrol officers.

Step 6: Internal Dissemination

1. Distribute an email of the EEOP Utilization Report to all employees in a supervisory position at the Lafayette Police Department.
2. Send an e-mail memorandum to all employees, to let them know that a copy of the EEOP Utilization Report is available on request.
3. Post a copy of the EEOP Utilization Report on the LPD's learning management system website, an in-house electronic communication and training network.
4. Include a hard copy of the EEOP Utilization Report to the City of Lafayettes Human Resources Office.

Step 7: External Dissemination

1. Post a copy of the EEOP Utilization Report on the Lafayette Police Departments public website.
2. Include on all job announcements for LPD positions that applicants may obtain a copy of the LPD's EEOP Utilization Report on request.

Utilization Analysis Chart

Relevant Labor Market: Lafayette city, Indiana

| Job Categories | Male | | | | | | Female | | | | | | | |
|--|-----------|--------------------|---------------------------|----------------------------------|--------|---|-------------------|-------|-----------|--------------------|---------------------------|-------|---|-------------------|
| | White | Hispanic or Latino | Black or African American | American Indian or Alaska Native | Asian | Native Hawaiian or Other Pacific Islander | Two or More Races | Other | White | Hispanic or Latino | Black or African American | Asian | Native Hawaiian or Other Pacific Islander | Two or More Races |
| Officials/Administrators | | | | | | | | | | | | | | |
| Workforce #/% | 0/ | 0/ | 0/ | 0/ | 0/ | 0/ | 0/ | 0/ | 0/ | 0/ | 0/ | 0/ | 0/ | 0/ |
| CLS #/% | 2,520/58% | 65/11% | 65/11% | 0/0% | 45/11% | 0/0% | 40/0% | 0/0% | 1,570/36% | 4/0% | 25/1% | 0/0% | 45/11% | 0/0% |
| Utilization #/% | | | | | | | | | % | | | | | |
| Professionals | | | | | | | | | | | | | | |
| Workforce #/% | 1/100% | 0/0% | 0/0% | 0/0% | 0/0% | 0/0% | 0/0% | 0/0% | 0/0% | 0/0% | 0/0% | 0/0% | 0/0% | 0/0% |
| CLS #/% | 2,945/36% | 35/0% | 60/1% | 0/0% | 110/1% | 0/0% | 40/0% | 15/0% | 4,335/54% | 120/1% | 195/23% | 4/0% | 200/2% | 0/0% |
| Utilization #/% | 64% | -0% | -1% | 0% | -1% | 0% | -0% | -0% | -54% | -1% | -2% | -0% | -2% | -0% |
| Technicians | | | | | | | | | | | | | | |
| Workforce #/% | 2/100% | 0/0% | 0/0% | 0/0% | 0/0% | 0/0% | 0/0% | 0/0% | 0/0% | 0/0% | 0/0% | 0/0% | 0/0% | 0/0% |
| CLS #/% | 455/27% | 15/1% | 10/1% | 0/0% | 10/1% | 0/0% | 0/0% | 0/0% | 1,035/62% | 20/1% | 45/3% | 0/0% | 70/4% | 0/0% |
| Utilization #/% | 73% | -1% | -1% | 0% | -1% | 0% | 0% | 0% | -62% | -1% | -3% | 0% | -4% | 0% |
| Protective Services: | | | | | | | | | | | | | | |
| Sworn-Officials | | | | | | | | | | | | | | |
| Workforce #/% | 51/91% | 0/0% | 2/4% | 0/0% | 0/0% | 0/0% | 0/0% | 0/0% | 3/5% | 0/0% | 0/0% | 0/0% | 0/0% | 0/0% |
| CLS #/% | 650/96% | 0/0% | 0/0% | 0/0% | 0/0% | 0/0% | 0/0% | 0/0% | 30/4% | 0/0% | 0/0% | 0/0% | 0/0% | 0/0% |
| Utilization #/% | -5% | 0% | 4% | 0% | 0% | 0% | 0% | 1% | 0% | 0% | 0% | 0% | 0% | 0% |
| Protective Services: Sworn-Patro Officers | | | | | | | | | | | | | | |
| Workforce #/% | 82/89% | 3/3% | 2/2% | 0/0% | 2/2% | 0/0% | 0/0% | 0/0% | 3/3% | 0/0% | 0/0% | 0/0% | 0/0% | 0/0% |
| Civilian Labor Force #/% | 1,565/42% | 350/9% | 60/2% | 0/0% | 50/1% | 0/0% | 75/2% | 0/0% | 1,240/33% | 220/6% | 140/4% | 0/0% | 40/1% | 0/0% |
| Utilization #/% | 48% | -6% | 1% | 0% | 1% | 0% | -2% | 0% | -30% | -6% | -4% | 0% | -1% | 0% |
| Protective Services: Non-sworn | | | | | | | | | | | | | | |
| Workforce #/% | 7/26% | 0/0% | 0/0% | 0/0% | 0/0% | 0/0% | 0/0% | 0/0% | 18/67% | 0/0% | 27/7% | 0/0% | 0/0% | 0/0% |

| Job Categories | Male | | | | | | | Female | | | | | | | | |
|-------------------------------|-----------|--------------------|---------------------------|----------------------------------|--------|---|-------------------|--------|-----------|--------------------|---------------------------|----------------------------------|--------|---|-------------------|-------|
| | White | Hispanic or Latino | Black or African American | American Indian or Alaska Native | Asian | Native Hawaiian or Other Pacific Islander | Two or More Races | Other | White | Hispanic or Latino | Black or African American | American Indian or Alaska Native | Asian | Native Hawaiian or Other Pacific Islander | Two or More Races | Other |
| CLS #/% | 10/10% | 0/0% | 0/0% | 0/0% | 0/0% | 0/0% | 0/0% | 0/0% | 90/90% | 0/0% | 0/0% | 0/0% | 0/0% | 0/0% | 0/0% | 0/0% |
| Utilization #/% | 16% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | -23% | 0% | 7% | 0% | 0% | 0% | 0% | 0% |
| Administrative Support | | | | | | | | | | | | | | | | |
| Workforce #/% | 1/6% | 0/0% | 0/0% | 0/0% | 0/0% | 0/0% | 0/0% | 0/0% | 14/88% | 0/0% | 1/6% | 0/0% | 0/0% | 0/0% | 0/0% | 0/0% |
| CLS #/% | 4,295/34% | 200/2% | 80/1% | 20/0% | 125/1% | 0/0% | 10/0% | 0/0% | 7,310/57% | 300/2% | 190/11% | 10/0% | 200/2% | 0/0% | 29/0% | 50/0% |
| Utilization #/% | -27% | -2% | -1% | -0% | -1% | 0% | -0% | 0% | 30% | -2% | 5% | -0% | -2% | 0% | -0% | -0% |
| Skilled Craft | | | | | | | | | | | | | | | | |
| Workforce #/% | 0/ | 0/ | 0/ | 0/ | 0/ | 0/ | 0/ | 0/ | 0/ | 0/ | 0/ | 0/ | 0/ | 0/ | 0/ | 0/ |
| CLS #/% | 4,190/88% | 135/3% | 60/1% | 0/0% | 0/0% | 0/0% | 70/1% | 0/0% | 310/6% | 0/0% | 10/0% | 0/0% | 0/0% | 0/0% | 0/0% | 0/0% |
| Utilization #/% | | | | | | | | | | | | | | | | |
| Service/Maintenance | | | | | | | | | | | | | | | | |
| Workforce #/% | 0/ | 0/ | 0/ | 0/ | 0/ | 0/ | 0/ | 0/ | 0/ | 0/ | 0/ | 0/ | 0/ | 0/ | 0/ | 0/ |
| CLS #/% | 8,120/47% | 1,315/8% | 515/3% | 0/0% | 45/0% | 0/0% | 99/1% | 30/0% | 5,985/35% | 600/3% | 290/2% | 30/0% | 90/1% | 0/0% | 120/1% | 0/0% |
| Utilization #/% | | | | | | | | | | | | | | | | |

Significant Underutilization Chart

| Job Categories | Male | | | | | | Female | | | | | | | | |
|---|-------|--------------------|---------------------------|----------------------------------|-------|---|-------------------|-------|-------|--------------------|---------------------------|-------|---|-------------------|-------|
| | White | Hispanic or Latino | Black or African American | American Indian or Alaska Native | Asian | Native Hawaiian or Other Pacific Islander | Two or More Races | Other | White | Hispanic or Latino | Black or African American | Asian | Native Hawaiian or Other Pacific Islander | Two or More Races | Other |
| Protective Services: Sworn-Patrol Officers | | | | | | | | | ✓ | ✓ | | | | | |

Law Enforcement Category Rank Chart

| Job Categories | Male | | | | | | Female | | | | | | |
|------------------------------|--------|--------------------|---------------------------|-------------------------------|------------------------------------|-------------------|--------|-------|--------------------|---------------------------|-------------------------------|---|-------------------|
| | White | Hispanic or Latino | Black or African American | Asian Indian or Alaska Native | Hawaiian or Other Pacific Islander | Two or More Races | Other | White | Hispanic or Latino | Black or African American | Asian Indian or Alaska Native | Native Hawaiian or Other Pacific Islander | Two or More Races |
| Chief | | | | | | | | | | | | | |
| Workforce #/ % | 1/100% | 0/0% | 0/0% | 0/0% | 0/0% | 0/0% | 0/0% | 0/0% | 0/0% | 0/0% | 0/0% | 0/0% | 0/0% |
| Detective | | | | | | | | | | | | | |
| Workforce #/ % | 21/91% | 0/0% | 1/4% | 0/0% | 0/0% | 0/0% | 0/0% | 0/0% | 1/4% | 0/0% | 0/0% | 0/0% | 0/0% |
| Sergeant | | | | | | | | | | | | | |
| Workforce #/ % | 14/88% | 0/0% | 0/0% | 0/0% | 0/0% | 0/0% | 0/0% | 0/0% | 2/12% | 0/0% | 0/0% | 0/0% | 0/0% |
| Lieutenant | | | | | | | | | | | | | |
| Workforce #/ % | 10/91% | 0/0% | 1/9% | 0/0% | 0/0% | 0/0% | 0/0% | 0/0% | 0/0% | 0/0% | 0/0% | 0/0% | 0/0% |
| Captain | | | | | | | | | | | | | |
| Workforce #/ % | 4/100% | 0/0% | 0/0% | 0/0% | 0/0% | 0/0% | 0/0% | 0/0% | 0/0% | 0/0% | 0/0% | 0/0% | 0/0% |
| Deputy Chief | | | | | | | | | | | | | |
| Workforce #/ % | 1/100% | 0/0% | 0/0% | 0/0% | 0/0% | 0/0% | 0/0% | 0/0% | 0/0% | 0/0% | 0/0% | 0/0% | 0/0% |
| Protective Services: | | | | | | | | | | | | | |
| Sworn-Patrol Officers | | | | | | | | | | | | | |
| Workforce #/ % | 82/89% | 3/3% | 2/2% | 0/2% | 2/2% | 0/0% | 0/0% | 0/0% | 3/3% | 0/0% | 0/0% | 0/0% | 0/0% |

I understand the regulatory obligation under 28 C.F.R. ~ 42.301-.308 to collect and maintain extensive employment data by race, national origin, and sex, even though our organization may not use all of this data in completing the EEO Utilization Report.

I have reviewed the foregoing EEO Utilization Report and certify the accuracy of the reported workforce data and our organization's employment policies.



[signature]

DEPUTY CHIEF

[title]

3.13.19

[date]